



SANCTA FAMILIA
CATHOLIC ACADEMY TRUST

Director of Innovation and Curriculum

Recruitment pack

August 2026

A message from our CEO



Thank you for your interest in the Director of Innovation and Curriculum at Sancta Familia Trust. Our vision is clear: we exist to provide an exceptional education for every student, every day; driven by love, service, humility and our Catholic faith.

Our values of Love, Service, Personal Development, and Faith drive our behaviours towards ourselves and each other.

- **Love** – “love one another as I have loved you.” John 13:34.
- **Service** – we serve the needs of others, and we respect everyone - seeking to understand rather than be understood. St Francis of Assisi.
- **Humility** – we aim to be the best, but we know that to do so we must put ourselves last - "think first the foundation of humility. The higher the structure is to be, the deeper must be its foundation." St Augustine.
- **Faith** – God has given us faith, and we have courage to use it - “have courage! Get up; he is calling you.” Mark 10:4.

We lead a family of Catholic schools from across South London where everyone is known, loved, and adds value to our community. We believe in autonomy with coherence – we have a duty to share and implement best practice across our schools but also encourage the development of next practice to drive continual improvement.

We will succeed by being a little bit better tomorrow than we were today through excellence in faith, service, personal development and academic progress.

This means (our pillars):

- **Faith:** we take time every day for service, reflection, and prayer.
- **Service:** we serve our communities - with preferential treatment - for those who are poor in spirit or circumstance.
- **Personal development:** every member of Trust works hard to develop their talents each week.
- **Academic progress:** we provide an excellent education for every student, every day.





St Cecilia's
Catholic School



Ursuline
High School
WIMBLEDON

St Elphege's RC
Infant and Junior Schools



Regina Coeli
Catholic Primary School

St John Fisher RC
Primary School



ST AIDAN'S
CATHOLIC PRIMARY SCHOOL

Our current position

- We currently serve the London Boroughs of Merton, Sutton, Lambeth, and Croydon.
- We are a growing Catholic family of 7 schools (6 x primaries and 1 x secondary).
- We educate more than 3,500 pupils (3,523).
- We employ almost 700 staff (686).

Our current schools are high performing. Typically, our headline results at KS2, KS4 and KS5 are significantly above national. For example, the percentage of pupils achieving the expected standard in Reading, Writing and Maths is 81% and those achieving 5+ in English and Maths at GCSE is also 81% - approximately 20% above national averages for both.

You will be joining a new yet highly successful group of schools. Your challenge will be to work with our school communities to help us get even better.

By 2030-31, we have set ourselves a very ambitious goal to be internationally renowned for excellence in faith formation, service, development of talents, and academic progress





As a Director of Innovation and Curriculum, you will play a crucial role in driving our progress towards this vision. We are looking for someone who can live our values, and is passionate about the transformative impact of Catholic education.

Yours faithfully,

Michael Feely,
Chief Executive Officer, Sancta Familia Catholic Academy Trust



Job description



Job Title	Director of Innovation and Curriculum
Contract Type	Permanent
Location	Trust boroughs: Merton, Croydon, Sutton and Lambeth
Reporting to	Chief Executive Officer
Salary Range	Leadership Group Pay Range L21–L27 (Outer London) Indicative salary: £80,944 – £93,157 per annum
Basis	Full-time, 52 weeks a year, Monday – Friday – 37.5 hours per week. 35 days annual leave per year (plus bank holidays).
Start Date	ASAP
Closing Date	23:59 Monday 14 September 2026
Interview Date	Friday 18 September 2026

About the role

The Director of Innovation and Curriculum is responsible for the review, creation, development, and delivery of curriculum design, pedagogical innovation, and digital learning across the Trust.

Working under the direction of the Chief Executive Officer, the postholder ensures that curriculum provision across all Trust schools is ambitious, evidence-informed, and consistently well implemented and delivered, and that innovation in learning, leadership and digital practice supports the Trust's mission, strategic priorities, and Catholic ethos.





Key Responsibilities

Curriculum

- Developing, leading, and delivering a coherent Trust-wide curriculum strategy, ensuring consistency of ambition, sequencing, and impact across all schools and phases
- Working with Headteachers and subject leaders to ensure curriculum intent, implementation, and impact are strong, consistently delivered, and evidenced across all Trust schools
- Advising the CEO and senior leaders on curriculum priorities, standards, and areas of risk or underperformance
- Contributing to Trust self-evaluation and school improvement planning in relation to curriculum quality and outcomes
- Ensuring curriculum provision reflects the Trust's Catholic ethos, values, and commitment to inclusion

Innovation

- Leading on special projects to ensure that we are organisationally healthy and we are able to provide an exceptional education for every student, every day.
- Leading the Trust's approach to curriculum innovation, identifying, developing, and delivering new approaches to teaching, learning, and assessment
- Championing the effective and ambitious use of digital tools and technology to enhance curriculum delivery and pupil outcomes across the Trust
- Working with schools and external partners to design, pilot, and deliver innovative curriculum resources, approaches, and programmes
- Ensuring innovation is implemented sustainably, with clear evidence of impact, rather than as short-term initiatives
- Keeping the Trust informed of emerging technologies, tools, and approaches relevant to curriculum and pedagogy

Professional learning and teaching quality

- Leading the design and delivery of a coherent programme of professional learning for teaching staff, aligned to curriculum and pedagogical priorities





- Supporting the development of subject leadership and pedagogical expertise across the Trust
- Promoting consistently high standards of teaching and learning, including evidence-informed pedagogy and effective assessment for learning
- Maintaining active engagement with current educational research, national curriculum developments, and best practice networks, and sharing this with Headteachers, subject leaders, and teaching staff across the Trust

Partnerships and external engagement

- Building and maintaining relationships with external partners, including diocesan education services, teaching school hubs, EdTech providers, and other education networks
- Identifying and securing opportunities for collaboration, funding, or pilot programmes that enhance curriculum innovation across the Trust
- Representing the Trust professionally and at regional, diocesan, and national forums, including in dealings with the Department for Education, local authorities, and peer trusts on curriculum and innovation matters

Departmental administration and wider duties

- Managing all day-to-day administration for the curriculum and innovation function, including budgets, supplier and licensing arrangements, filing, and record-keeping
- Maintaining organised, accessible systems for curriculum documentation, resources, and training materials across the Trust
- Responding to general curriculum and innovation-related enquiries from schools, staff, and external contacts in a timely manner
- Undertaking any other duties reasonably falling within the remit of the role, as directed by the Chief Executive Officer, commensurate with the level of the post





Safeguarding, Integrity and Values

The postholder ensures that safeguarding, integrity, and Trust values are embedded throughout curriculum and innovation activity.

This includes:

- Ensuring curriculum design and digital innovation reflect safeguarding responsibilities, including safe and appropriate use of technology with pupils
- Promoting a culture of integrity, transparency, and accountability in curriculum decision-making
- Upholding the Nolan Principles of Public Life
- Ensuring all activity reflects and supports the Trust's Catholic values and ethos

Why join us?

We value our people and are committed to creating an environment in which you can thrive both professionally and personally.

Joining our Trust you will benefit from:

- Membership of the Teachers' Pension Scheme (TPS) with employer contributions.
- 35 days across the year (not including bank holidays).
- A generous benefits package e.g. reduced gym memberships, counselling sessions, cycle to work schemes, technology loan schemes, online and in store retail discounts, travel discounts, virtual GP appointments, etc.
- Opportunity to work collaboratively across a family of schools within a newly established and expanding Multi-Academy Trust.
- A supportive, driven community focused on collaboration, integrity, and growth

Our Commitment to Equality

We are committed to equality of opportunity and welcome applications from all sections of the community. We value diversity and celebrate difference. While we are proud of our Catholic ethos, you do not need to be Catholic to work for us – we simply ask that all employees respect and support the values and mission of the Trust.



Person specification



The ideal candidate will have significant experience of curriculum leadership and innovation at scale, with strong evidence-informed practice, digital confidence, and the credibility to influence teaching and learning across multiple schools. They will demonstrate integrity, flexibility, and professionalism.

Criteria	Essential	Desirable
Qualifications and Training		
Qualified Teacher Status (QTS)	✓	
Postgraduate qualification in education, curriculum leadership, or a related field		✓
Relevant professional qualification or accreditation in digital learning, EdTech, or innovation		✓
Knowledge and Experience		
Substantial and successful experience of curriculum leadership at a senior level, ideally across more than one school or setting	✓	



Person specification



Criteria	Essential	Desirable
Proven track record of designing and implementing curriculum innovation with demonstrable impact on outcomes	✓	
Strong understanding of evidence-informed pedagogy, assessment for learning, and effective curriculum sequencing	✓	
Confident and credible use of digital tools and technology to enhance teaching, learning, and curriculum delivery	✓	
Experience designing and delivering professional learning programmes for teaching staff	✓	
Experience of curriculum leadership within a Trust, federation, or similar multi-school structure		✓
Active engagement with current educational research or national education programmes		✓
Experience working with EdTech providers, teaching school hubs, or similar external partners		✓





Professional Skills and Attributes	Essential	Desirable
Being kind and respectful towards self and others	✓	
Analytical skills to assess curriculum quality, innovation opportunities, and impact across multiple schools	✓	
Sympathy with the Catholic faith and the ability to support the Catholic mission of the Trust and the wider Catholic community	✓	
Commitment to uphold the seven principles of public life (the Nolan Principles) at all times	✓	
Good interpersonal skills and the ability to influence, challenge, and support Headteachers, subject leaders, and staff across multiple schools	✓	
Commitment to maintaining confidentiality at all times	✓	
A pragmatic, action-oriented, and outcome-focused approach with high levels of drive, energy, and integrity	✓	
Ability to work under pressure, prioritise effectively, respond to change, and work flexibly	✓	
The professional and exemplary character necessary to act as an ambassador for the Trust	✓	





Application Form and Next Steps

We are committed to equality of opportunity and welcome applications from all sections of the community. We value diversity and celebrate difference. While we are proud of our Catholic ethos, you do not need to be Catholic to work for us — we simply ask that all employees respect and support the values and mission of the Trust.

To apply, candidates must complete and send the completed form listed below to Nichole Burley-Burton, Head of HR and Culture, at the following email address n.burley-burton@sanctafamilia.co.uk:

- An application form, consent to obtain references, model recruitment information form and disclosure form

Applications must be submitted by 23:59 on Monday 14 September 2026. We reserve the right to close this vacancy early if a suitable candidate is appointed.

